



Principal, Cincinnati

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James A. Mills is a principal in the Cincinnati, Ohio, office of Jackson Lewis P.C.

James advises clients in a wide range of industries in all aspects of traditional labor law, including union avoidance, collective bargaining and arbitration. He represents employers in proceedings with the NLRB, including representation cases and unfair labor practice cases.

James also advises and represents employers in a broad range of employment law matters, including those involving discrimination and harassment, wage and hour, wrongful termination, and retaliation claims. He also advises and trains managers and supervisors on preventive litigation practices, focusing on how to comply with applicable laws and regulations, avoid workplace disputes, resolve employee relations problems, and satisfy legitimate employee expectations.

Prior to starting his management side labor and employment practice, James served as a NLRB field attorney, as a clerk for Judge Timothy S. Hogan, U.S. District Court, and a lecturer at Ohio State University. While in law school, James served as student articles editor on the *University of Cincinnati Law Review*.

Practices

- Hospitality
- Hotels
- Labor Relations
- Employment Litigation
- Workplace Training

Education

- University of Cincinnati College of Law, J.D. 1980
- Purdue University, B.A. 1977

Admitted to Practice

- 6th Circuit Court of Appeals 1982
- Ohio - N.D. Ohio 2021
- Ohio - S.D. Ohio 1982
- Ohio 1980

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law - Management", "Labor Law - Management" and "Litigation - Labor and Employment" (2021-present)
- *The Best Lawyers in America*®, "Lawyer of the Year: Labor Law - Management" (2025)
- Labor Relations Institute, Top 100 Management Labor Attorneys in the U.S. (2006)
- *Legal 500 USA*, "Recommended Attorney" (2017)
- *Martindale-Hubbell*®, "AV Preeminent® - Peer Rated for Highest Level of Professional Excellence" (1995-present)

Pro Bono and Community Involvement

- Boy Scouts of America, Committee and Merit Badge Counselor